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THE STATE OF MONTANA

COMPREHENSIVE MANPOWER PLAN

FISCAL YEAR 1973

FORREST H. ANDERSON, GOVERNOR

MONTANA MANPOWER PLANNING ADVISORY COUNCIL

DATE SUBMITTED - APRIL 14, 1972

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INTRODUCTION

INTRODUCTION

The Economy of the State and Factors Affecting It

a. 1950-1970 At the turn of the century, Montana's economy was firmly based on agriculture and mining. This condition continued for almost fifty years with very little economic growth in any other primary industries. Beginning in the early 1950's both the agriculture and mining industries began to feel the effects of rapidly changing technology, which drastically increased output per worker while the demand for products was increasing at a much slower rate.

Agriculture, which formerly was primarily a hand labor industry, suddenly became a highly mechanized business. Mining, particularly in Butte, switched from underground to surface mining which utilized huge shovels to remove ore from an open pit.

In both cases, the obvious result was output per worker increasing at a faster rate than demand and a rapid decline in total employment in both industries occurred. From 1950-1960, total employment in both agriculture and mining dropped sharply and continued to do so during the 1960's, although the rate of decline moderated somewhat. Agricultural employment declined 9.7% from 1963-1969 and mining dropped by 14.1% during the same period.

At the same time the shift (both nationally and in Montana) was to the derivative industries (those industries whose products and services are mostly for domestic consumption; i.e., Wholesale and Retail Trades and Service Industries). Total employment increased rapidly in these industries in the twenty year period from 1950-1970 due to the fact that the derivative industries are less affected by technological change, coupled with the increased demand for services. Derivative industries currently account for a greater share of total employment than ever before.

The decline of primary employment, although offset by a rapid increase in derivative employment, resulted in a net gain in total employment which was not sufficient to absorb the "natural" increase in the civilian labor force. Consequently, Montana's unemployment rate remained 1-2% above the national figure and net out-migration of members of the labor force and their families rose to nearly 5,800 persons per year between 1960-1970.

Industries in which employment nationwide has risen rapidly in the last ten years are industries in which Montana has a very small portion in terms of total employment. Montana's decline in primary employment has resulted from specialization in industries where employment nationwide has been falling.

The one exception to this has been in the lumber and lumber manufacturing industries where employment rose very rapidly (partially offsetting the decline in agriculture and mining) during a period when employment in these industries was declining nationally.

Montana's Personal Income in 1950 was \$962 million, or 0.425% of the \$226.2 billion national total, and personal income per capita was \$1,622 or 8% above the national average of \$1496. By 1960 Montana's Personal Income had grown to \$1,383 million but its share of the national total of \$396.6 billion had dropped to 0.394%. Personal per capita income rose 26% between 1950 and 1960 to \$2,037, but fell 8% below the national average of \$2,215.

Total personal income for Montana by 1968 was \$2,039 million but only 0.300% of the national total. Per capita personal income was \$2,930 in 1968, but had slipped to 14% below the national average of \$3,421.

The most important factor behind the decline in Montana's share of national personal income between 1950 and 1960 was the decline in the agriculture industry which was not offset by new growth in other industries. From 1960-1970, the decline in agriculture moderated and the continued slowness of Montana's economy became increasingly the result of a lack of growth in the nonagricultural industries.

In short, although Montana's economy has maintained steady growth during the last twenty years, it has failed to realize the rate of growth experienced nationwide.

b. Outlook 1970-1980 The ten year period from 1970-1980 is expected to mirror the previous twenty year period in that heavy out-migration will continue because of a limited job market and further decline of agricultural industries in terms of total employment. Per capita income will continue to rise but at a much slower rate than the national average.

c. The Employment Outlook for Fiscal Year 1973 During the ten year period from 1960 to 1970, the number of persons employed in Montana increased by 11.5%, or a total of over 27,000 jobs. This rate of expansion means that each year at least 2,700 new jobs must be created in order to provide employment for persons entering the labor market. By 1972 an estimated 267,000 persons will be employed, both full and part-time in Montana. In recent years the number of persons of labor market age has expanded faster than the economy has been able to create jobs for them. This is partially due to the post-war baby boom, the lack of industrial growth in manufacturing industries, which normally create the largest number of jobs, and the current economic slowdown the entire nation has experienced the last 18 to 24 months.

The result, which can be measured in terms of increasing unemployment rate and net out-migration from the state, shows while nearly 2,000 more persons will be employed in the 1972 year than in 1971, there still will be an insufficient number of jobs created to fully absorb the expanding number of persons entering the labor market. The unemployment rate in Montana which has averaged between 4% and 5% of the work force since 1962 jumped to 5.6% in 1969, 6.7% in 1970, and 7.0% in 1971. Net out-migration can best be illustrated as follows:

1960 Census of Population	674,767
Births 1960-1970	143,494
Deaths 1960-1970	65,826
1970 Population by National Increase	752,435
1970 Census of Population	694,409
Net Out-Migration	-58,026

In other words, the number of persons moving from the state exceeded the number migrating to Montana by more than 5,800 per year. Nearly all of these were forced to move because of the lack of job opportunities, particularly those in the 18 to 24 year old age group.

While these conditions are expected to continue through FY 1973, the picture is definitely improving. After a period of relative stagnation during the late 1950's and early 1960's, the number of jobs created per year as a result of economic development has increased substantially since 1965. Between 1960 and 1965, the number of new jobs created averaged 2,100 per year as compared to 3,300 per year during the period from 1965 to 1970. By 1972, the number of new jobs is expected to increase by over 3,000 per year.

Industrial growth in Montana, while increasing rapidly, still lags behind national growth due to the large land area, sparse population, and distance from major marketing centers. Consequently, growth of manufacturing industries, while increasing steadily, has not been significant.

Non-manufacturing industries, particularly the wholesale and retail trades, services, and government will account for the majority of new jobs created during FY 1973 in line with the trend of recent years. All other non-manufacturing industries, mining, contract construction, finance, real estate, transportation, and public utilities are expected to experience only slight increases.

Assumptions for Manpower Planning Purposes

1. Limited Industrial Development Industrial development is limited to the urban areas of Montana; particularly, Billings, Great Falls, Missoula, Helena, Butte, Kalispell and Bozeman.

The attraction of basic industry is difficult due to long distance to market, lack of local markets, and no large population or metropolitan centers within the state.

2. Lack of Job Opportunities Tied closely to limited economic development is the lack of job opportunities, particularly for those who are without the skills necessary to compete for those job opportunities that do exist.

3. Seasonal Nature of the Local Economy Agriculture, one of Montana's principle industries, is entirely dependent on weather conditions, and, for the most part, job opportunities vary from three to six months depending on the type of agricultural activity. The same factors also affect the construction and lumbering industries, although to a lesser extent. The result is a seasonal pattern with a lower unemployment rate during the summer and fall months and high unemployment during the winter and spring.

4. Low Educational Levels and Lack of Salable Skills Low educational levels and a lack of salable skills are problems common among the various target groups; particularly school dropouts, youth, handicapped, older workers, and minority groups who, without vocational training, find themselves unable to compete in the open job market for anything but the most menial types of employment.

Universe of Need for Manpower Services
Fiscal Year 1973

<u>Item</u>	<u>Number of Individuals</u>
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	119,868
a. Poor	34,338
(1) Disadvantaged	27,045
(2) Other Poor	7,293
b. Non-Poor	85,530
(1) Near Poverty	22,339
(2) All Other Non-Poor	63,191
2. Unemployed and Underutilized Disadvantaged Total	27,045
a. Unemployed	3,650
b. Underutilized	23,395
(1) Employed part-time for economic reasons	1,480
(2) Employed full-time but with family income at or below poverty level	19,903
(3) Not in labor force but should be	2,012

Employment by Industry and Occupation

1. Growth or Decline of Work Force by Industry

<u>Industry</u>	<u>% Change 1963-1970</u>
a. Civilian Work Force	+10.2%
b. Employment, Total	+ 8.7%
Non-Agricultural Wage & Salary	+14.9%
Manufacturing	+ 5.4%
Non-Manufacturing	+16.3%
Mining	- 2.4%
Contract Construction	-11.4%
Transportation & Utilities	- 2.3%
Wholesale & Retail	+14.7%
Finance, Insurance & Real Estate	+19.1%
Services	+37.9%
Government	+21.9%
All Other Non-Agricultural Employment	+ 1.0%
Agriculture	-13.6%

2. Current & Projected Needs by Occupation - Statewide

<u>Occupation</u>	<u>1971</u>	<u>1972</u>	<u>Replacement Needs--</u> <u>Average Per Year</u>
Nurses	3,914	4,008	184
Managerial-Farm	24,700	24,700	434
Managerial-Off Farm	27,676	27,882	698
Stenographers	8,522	8,714	430
Bookkeepers	5,572	5,634	250
Carpenters	3,800	3,800	104
Drivers	7,006	7,072	102
Service Workers			
Private Household	5,780	5,800	366
Cooks	4,426	4,512	202
Waiters	4,686	4,762	234
Attendants & Nurses Aides	4,360	4,530	168
Janitors	4,030	4,100	192
Mechanics & Repairmen	10,046	10,242	186

A detailed study of projected openings by occupation can be found in Appendix IV.

3. Total Civilian Work Force (12 month average for CY 1971)

	<u>Statewide</u>	<u>Area I</u>	<u>Area II</u>	<u>Area III</u>
a. Work Force	290,800	62,050	32,690	38,900
b. Employed	269,100	56,960	29,160	36,440
c. Non-Ag. Wage & Salary Workers	233,800	53,080	26,310	32,700
d. Unemployed	20,100	5,010	2,430	2,450
Unemployment Rate	7.0%	8.1%	7.4%	6.3%

	<u>Area IV</u>	<u>Area V</u>	<u>Area VI</u>
a. Work Force	57,680	60,120	39,360
b. Employed	53,440	56,540	36,660
c. Non-Ag. Wage & Salary Workers	47,150	47,980	26,680
d. Unemployed	3,940	3,580	2,700
Unemployment Rate	6.8%	6.0%	6.9%

Note: Item totals may not add exactly due to rounding of numbers.

A breakdown of Work Force figures by Area and County is in Appendix III.

Recent Trends in Unemployment

The unemployment situation in Montana during the twelve month period from January 1971 to December 1971 ranged from 24,500 persons in February 1971 to a low of 15,300 in October 1971 or 1,500 to 2,900 higher than the comparable period in 1970.

Unemployment during the next fiscal year is expected to range 0.5 - 1.0% higher than normally experienced, with high unemployment occurring between January and April. Unemployment normally peaks a second time in June with the registration of students seeking summer employment.

The largest concentration of unemployed persons occurs on Montana's seven Indian reservations. Unemployment among reservation Indians normally runs between 30% and 50% of the labor force.

RECOMMENDATIONS

RECOMMENDATIONS

1. Policy Recommendations and Priorities

Montana's problems in the field of manpower relate to its large area, small population, and lack of economic development. The following recommendations, therefore, relate not only to problems which are specifically manpower but also these other areas of need. The Council also stresses, as an overall priority, equal opportunity for women in respect to all manpower programs and services.

A. Priorities in Respect to Target Population (Listed alphabetically.)

Any expansion of manpower programs regarding target groups should be based on the following priorities. The Council recommends expansion of services to these six groups, but presents them as equals with no supposition at ranking between the groups.

Migrant Workers - Migratory farm laborers have perhaps the fewest work opportunities available to them during times of high unemployment than any other group in the United States today. The demand for farm labor has been steadily decreasing due to mechanization and other technological changes over the past decade. Even a "fully employed" migrant worker may be considered to be underemployed due to extremely low wages and seasonal work opportunities. Yet the underemployed and unemployed migrants are usually unable to obtain permanent employment in other areas due to their limited English-speaking ability, their lack of education, and their lack of job training. The Manpower Planning Advisory Council has gone on record as supporting a migrant stream proposal which would provide social, economic and educational services to the Montana migrant stream. The Council also recommends full utilization of existent migrant education programs.

Minorities - The Council recommends that a certain percentage block of each and every Manpower program's slots be reserved for minority group members. Indians, both on- and off-reservation, make up the bulk of Montana's minority population and they make up a large portion of the state's unemployed work force. In fact, according to the Bureau of Indian Affairs' estimates, on reservations, 30% to 50% of the labor force are unemployed. Off the reservations, urban or landless Indians have an unusually high unemployment rate, although exact unemployment figures presently are not available. The Council also reiterates its support for economic development programs designed to provide permanent employment for Indians.

Older Workers - The only source of income for many older persons are their Social Security benefits; therefore, many of

these individuals exist on a poverty level income. Attempts to train or re-train older people in employment have been largely unsuccessful. The Council feels that a public service employment program to supplement older workers incomes is a vital necessity. The current Green Thumb program in Montana serves only thirteen of the fifty-six counties. A recommendation that the Green Thumb and Operation Mainstream programs be expanded both to new geographic areas and also to include women is made by the Council.

Rural Residents - Several rural areas of Montana have become "depressed" areas in terms of economic condition. The major reason for such condition is the fact that agriculture is the major industry in these areas. Both the decline of agriculture as an employer and its seasonality factor have an effect on the economy of rural areas. Unemployment often runs as high as 15 to 20% during the winter months in these areas. Economic development which would create year round jobs tends to locate in urban areas even in a sparsely populated state like Montana. Serious attempts need to be made to develop industry and jobs in rural Montana. At the same time, manpower program administrators should give serious thought to the implementation of special methods to deliver services to rural areas. Federal funding agencies should consider that the cost of supplying services to rural areas will be greater than it is in metropolitan areas.

Viet Nam Era Veterans - Although Viet Nam Era Veterans are not a designated target population for CAMPS planning, the Manpower Planning Advisory Council feels that manpower services to the veteran should be given a high priority. Most Manpower programs are now directed from the federal level to give priority to these veterans, but the veterans seem to be unaware of the efforts on their behalf. The Council indicates that efforts of informing the veterans of services available to them should be stressed.

Youth between 14 and 22 - A large segment of the current unemployed work force are youth. Appendix V is a special study of youth unemployment done by the Secretariat Staff. Many individuals in this group cannot be hired due to age restrictions or employer liability requirements. Others in the group lack either the skill training or basic education necessary to get a job. The majority of manpower programs offer remedial education to these individuals, but an expansion of the Neighborhood Youth Corps, with an emphasis on career education and counseling is needed. Special emphasis should also be placed on services to the 18 to 24 year old group who are high school graduates but still cannot find employment.

B. Priorities in Respect to Manpower Services (According to priority.)

Number 1 Priority - Economic Development

The underlying cause of many of Montana's manpower problems is the lack of economic development, especially in the rural areas of the state. Training programs are difficult to operate when there is no source of jobs. Manufacturing assembly-line type jobs are virtually non-existent in Montana. Continued efforts to bring development to the state are supported by the Manpower Council.

Number 2 Priority - Public Service Employment

The Council recommends that public service employment programs (such as the Public Employment Program under EEA) be continued. When the economic situation will not create jobs on its own, such jobs must be provided. It should be stressed that such programs are needed particularly during periods of high unemployment when job openings are almost non-existent. The Council adds that some emergency provisions for training and equipment funds (in special cases) are recommended.

Number 3 Priority (Listed alphabetically)

Day Care Needs - A large number of individuals have listed day care problems as a reason for dropping out of training programs or quitting their employment. The problems are not always the complete lack of such care but usually the cost or location of such care. A State 4-C's Council has been established to study and coordinate child care in Montana. The Montana Manpower Planning Advisory Council gives its complete support to programs for inexpensive, adequate child care located where it can be fully utilized.

On-the-Job-Training Programs - OJT Programs serving private employers in Montana come under the JOB Opportunities in the Business Sector (JOBS) Program. The Program is divided into JOBS regular and JOBS optional (JOP) sections. Due to limitations on the JOB Regular contracts, the Council feels that JOP should receive a higher priority than JOBS regular in Montana. This request will be detailed further in the narrative justification section of the recommendations.

Transportation Problems - Transportation continues to be a major problem for a large number of people in the target groups in Montana. None of the major urban areas of Montana have adequate public transportation facilities and several have none at all. The Area V Ancillary Council (Billings) has indicated that transportation is the major problem of manpower trainees currently enrolled in programs. The Area V Council recommends support of expansion of public transportation in Billings. The

Area III Ancillary Council (Helena) has in the past supported a Model Cities "Mini-Bus" proposal for the City of Helena and it now appears that it will be operational this summer. The Council supports efforts to provide adequate urban public transportation systems to Montana and recommends that manpower program trainees be employed in such systems where this is feasible.

Another transportation problem occurs in the rural areas where bus or railroad transportation is almost non-existent. Travel to work in these areas is by private automobile and thereby beyond the means of the target population. This is yet another reason that some different criteria and administration are needed for manpower programs in rural areas.

The Council also gives its support to efforts to coordinate transportation activities by federal, state and local levels of government. At the state level, efforts to set up a Transportation Coordinator's Office are encouraged.

TABLE I. SUMMARY OF THE FY 1973 RECOMMENDATION

CONTRACTING AGENCY	PROGRAM NAME AND CURRENT SPONSOR	AGENCIES AFFECTED BY CHANGE	CURRENT CONTRACT PERIOD	BUDGET FOR		DESCRIPTION OF RECOMMENDATIONS
				CURRENT CONTRACT PERIOD	REC. NEW PROGRAM FUNDING FY73	
Federal DOL/MA	JOBS Regular	M.E.S.,	7-1-72	\$460,000	\$230,000	Decrease by
		E.S., Dept. of Labor & Industry				\$230,000 -50% slots (104-52=52)
	JOBS Optional A.E.S.	M.E.S.,	6-30-73	\$124,000	\$354,000	Increase by
		E.S., Dept. of Labor & Industry				\$230,000 +50% slots (112+52=164)

NARRATIVE SUPPORT RECOMMENDATION FOR FISCAL YEAR 1973

Montana is limited in the number of firms that can hire ten or more employees at a time. Several of the larger firms that may meet this requirement are often limited in the size of their staff who can provide the necessary services to those trainees enrolled under the JOBS/NABS contract. The State Manpower Planning Council recommends for fiscal year 1973 that 50% of the slots and funds be transferred to the JOBS Optional Program where individual contracts may be developed, especially in the rural areas where the size of the firms are relatively small. Also, since the JOBS Optional Program is funded on a state basis, this program is easier to administer as needs arise.

TABLE II

FUTURE YEAR RECOMMENDATIONS

State:
Montana

Individuals to be Served										Total Recommendations			
FY		FY 73	FY 74	FY 74	FY 73	FY 73	FY 73	FY 74	FY 74				
Pri		Altern	+ 10%*	- 10%*	Primary	Altern	+ 10%*	- 10%*					
Manpower Training Service													
1.	Private Sector JOBS/OJT	216	216	238		3875607	3875607	4194530					
a.	Jobs Regular	52	104			584000	584000	642400					
b.	Jobs Optional	164	112			230000	230000						
2.	Public Sector OJT	88	88	88		354000	354000						
a.	PSC (Plan A)	48	48			178012	178012	178012					
b.	New Carrers	40	40			99012	99012						
3.	Institutional Training	1113	1113	1113		79000	79000						
a.	Reg MDTA	620	620			1143283	1143283	1143283					
b.	MDTA - other	200	200			773283	773283						
c.	Job CORPS	293	293			370000	370000						
4.	In School Work Support	2630	2630	2893		NA	NA						
a.	In School	294	294			1170322	1170322	1350846					
b.	Summer	2336	2336			184530	184530						
5.	Post-School Work Support	253	253	278		1985792	985792						
a.	Mainstream	133	133			799990	799990	879989					
1)	Title 1-B					469990	469990						
2)	Title 1-E												
b.	Out of School	120	120										
6.	CEP					330000	330000						
7.	CAMPS	635	635	635		1240000	1240000	1240000					
8.	EEA (PEP)	855	855	855		73500	49000	80850					
a.	Section V	561	561			5493900	5493900	5493900					
b.	Section VI	169	169										
c.	Indian Reservations (7)	125	125										
9.	Work Incentive Program(WIN)	1600	1600	1760		306306	306306	310000					
10.	Green Thumb	87	87	195		190134	190134	372000					
HEW		39250	35436	40320		12551812	12551812	12876993					
1.	Adult Basic Education	2200	2000	2420		251812	251812	276993					
2.	Vocational Education	30000	27328	30000		10500000	10500000	10500000					
a.	Secondary	18300	16707	18300									
b.	Post Secondary	3600	3218	3600									
c.	Adult	8100	7403	8100									

*+ 10% Reflects only D.O.L. Programs

FUTURE YEAR RECOMMENDATIONS

State:
Montana

[illegible]

**+ 10% Reflects only D.O.L. Programs

Narrative Support-
Recommendations for
FY 1974

1. Private Sector JOBS/OJT

The state Manpower Council has recommended that a reduction of 50% of the NABS/JOBS Regular slots be made and transferred to the JOP Optional portion of the program.

The number of firms in Montana that hires 10 or more employees are limited. Those that do meet this requirement, often do not have the capabilities to provide the necessary services as required under the JOBS Regular contract. For FY 1974 it is recommended that the sponsor, (Employment Service), be funded with a block grant so that they may develop contracts with all the necessary supportive services according to the needs of the current labor market.

2. Public Sector OJT

Public Service OJT is needed as a source for employment during periods of high unemployment, especially for those who are completing a manpower training program and for returning veterans. The Emergency Employment Act provides for the PEP program and assists in developing jobs during periods of economic slowdown.

The current PEP program has been funded only for a two year period and is expected to be phased out by the end of FY 1973. The state Manpower Planning Advisory Council recommends that funds under the Emergency Employment Act be maintained under the Public Sector OJT concept and be available when the rate of unemployment exceeds 6% for a period of three months or more. This type of program could also be used to help subsidize employment for disadvantaged youth during the summer months. Special emphasis should be placed on developing employment during the school year.

Emphasis on the PSC Plan A and C still should be made by the Employment Service and linked with other D.O.L. Manpower Programs. The services provided by the Green Thumb program to the older worker may be expanded under the P.S./O.J.T. program not only to rural areas but to the urban areas and should include women.

4. In-School Work Support

Available employment for Montana's youth continues to be a major manpower problem, especially for those who are under

the age of 18. Such restraints as employer liability requirements and required employment skills are some of the barriers that limit the employment opportunities for the youth.

Increases are needed in the funding level of the current NYC programs (In School-Summer) so that a larger portion of those who are classified as disadvantaged may have an equal chance for the same services.

The state Manpower Planning Council has made the following recommendations:

1. That newly acquired slots for the NYC program be equitable distributed on a state-wide basis, following the recommendations of the state Manpower Planning Advisory Council.

2. That the funding of slots for the NYC program should be done on an Ancillary Area basis, with no overlap from Area to Area.

7. CAMPS

The proposed budget for fiscal year 1973 has been increased to \$73,500.00 as a primary recommendation. The increase reflects an additional \$16,000.00 to be used for travel, per diem and board fees for members of the State Manpower Planning Advisory Council and members of the six (6) Local Ancillary Manpower Committees, who represent the client sectors and are non-agency.

9. WIN

The WIN project planned number of enrollee slots for fiscal year 1973 is 700. Through these 700 slots a total of 1600 enrollees will be served. The number of enrollees to be served for fiscal year 1974 is estimated to be 1760. This increase is anticipated if more counties participate in the WIN program.

10. Green Thumb

The only source of income for many older individuals is their Social Security benefits; therefore, many of these people exist on a poverty level income. The Manpower Planning Council feels that programs to supplement these older workers meager incomes such as the Green Thumb Program, are necessary. However, Green Thumb only provides this type of work to a limited number of male, older workers in rural areas of Montana. Similar programs should be provided for female older workers and also include urban areas.

It is recommended that the Green Thumb Program be expanded to the following counties:

Valley	Mineral	Yellowstone	Carbon McCone
Roosevelt	Ravalli	Lake	Dawson
Richland	Musselshell	Rosebud	

HUD (Career Opportunity Program)

The Career Opportunity Program is primarily designed to provide the disadvantaged with a professional background leading to a teaching degree. The present labor market is saturated by unemployed teachers, qualified in their fields. It is the consensus of the Council that the COP program should be eliminated or that it should be restructured and provide training in other professional fields. If the COP program can be expanded, the Council recommends that the program sponsor coordinates with the State WIN Supervisor so that the program can be linked with the WIN program. Suggested areas would be training of child care technicians, home maker aides, etc.

Environmental Protection Agency

The demand to upgrade the skills of Water and Solid Waste Treatment Operators is prevalent in the State of Montana, according to three surveys conducted by the MDTA section. Although the demand has been identified, the possibility of placement of the trainees within the state is very limited. The highest need for trained operators never exceeded 2-3 individuals per year.

A national contract was recently established by the Environmental Protection Agency using MDTA funds. Several objections to the program have been expressed by the State Council.

1. To date there has been very little coordination, if any, with state agencies that operate manpower programs and provide manpower services. Program linkages and coordination with the Manpower Training and Development Supervisor's would prevent duplication of effort and provide the trainee(s) with a complete range of manpower services that already exist.
2. At the present time the only training is being conducted out of the State of Montana. Those that have completed the program have not returned to the State, and have been placed in training-related employment in that area.
3. The State Council recommends that programs be developed in other fields relating to environmental protection planning, such as mosquito abatement, Environmental Technology, etc.

Area Ancillary Council Recommendations

The State Council is in agreement with the following recommendations by Area.

Area I

The Area I Council has recommended that two institutional training programs under MDTA be funded. One is for food service workers and the other is for timber harvesters. The Council feels that institutional courses should be renewed rather than slot-in or referral type arrangements under MDTA.

Area II

The Area II Council recommends that special consideration be given to veterans in all categories of service. The Council also indicated a need for a half-way house for ex-convicts.

Area III

The Area III Council recommends an expansion of work experience program for youth - NYC, City Beautification, Work Study - based on a special study of youth unemployment the Council undertook. The Council feels that veterans should receive priority in all programs especially the continuation of P.E.P.

Area IV

The Area IV Council recommends that public work projects be instituted that benefit the community and provide employment opportunities.

Area V

The Area V Council has identified the following recommendations and priorities:

1. Housing and transportation facilities for Manpower Trainees are inadequate.
2. Training facilities - The Area Vocational Technical Center does not provide enough openings for the disadvantaged. The disadvantaged must compete with other enrollees for a limited number of slots. Institutional type (MDTA) training should be started to provide more openings when existing facilities and schools cannot accomodate the disadvantaged.
3. Viet Nam veterans should be automatically eligible for all Manpower programs.
4. Youth unemployment continues to be a problem - expand NYC.

Area VI

The Area VI Council indicated the following recommendations for services and target groups in Eastern Montana:

1. Youth employment opportunities are needed throughout Eastern Montana. An expansion of youth programs on the Fort Peck Reservation is also necessary.
2. Older Workers especially in the extreme rural areas of Area VI need employment such as Green Thumb to supplement their income.
3. Public Sector employment, either as a continuation of P.E.P. or a new program, is a definite priority. Employment opportunities are just not present in Eastern Montana, they must be created. At the same time the public service employees would help to expand needed government services to rural areas.

List of Sources of Information

Inter-agency Cooperative Issuance No. 73-1, National Policy and Detailed Planning Guidelines for FY 1973 Comprehensive Manpower Plans

Annual Manpower Planning Report, State of Montana, FY 1973, Employment Service Research and Analysis, Employment Security Division, Department of Labor and Industry

Montana Employment and Work Force - Monthly Reports by Employment Service Research and Analysis

Montana Manpower Projected Employment 1970-1975, Employment Service Research and Analysis - January 1971

Population Data, 1970 Census of Population - Advance Reports, U.S. Department of Commerce

Work Force break downs by Area and County by Employment Service Research and Analysis.

APPENDICES

APPENDIX I

Population Characteristics

(Source of Data - (1) 1970 Census of Population and (2) Universe of Need Data prepared by State Secretariat Staff in cooperation with Employment Service Research and Analysis)

1944

1944

1944

AREA I

APPENDIX I

POPULATION CHARACTERISTICS

Base Period Used 1971

For Fiscal Year 1973

Number of Individuals

	Area I Total	Flathead	Lake	Lincoln	Mineral	Missoula	Ravalli	Sanders
1. Total Civilian Population (as of 1970)	154,691	39,460	14,445	18,063	2,958	58,263	14,409	7,093
a. Age Distribution								
16 through 21 years	17,711	3,775	1,365	1,703	271	8,609	1,390	598
22 through 44 years	42,460	10,316	3,322	5,390	794	17,529	3,370	1,739
45 years & over	44,743	12,099	5,089	4,383	856	14,444	5,336	2,536
b. Members of Minority	4,597	469	2,243	248	22	942	277	396
16 years and over	3,117	318	1,522	168	15	639	188	269
2. Total Civilian Work Force (12 mo. avg. for CY 1971)	62,050	14,240	5,810	7,680	1,470	24,160	5,680	3,010
a. Employed	56,960	12,860	5,060	7,080	1,360	22,610	5,210	2,780
b. Non-Ag Wage & Salary Worker	53,080	12,090	3,880	6,910	1,250	22,240	4,250	2,460
c. Unemployed	5,010	1,380	750	600	110	1,470	470	230
Unemployment Rate	8.1%	9.7%	12.9%	7.8%	7.5%	6.1%	8.3%	7.6%
3. Universe of Need for Man- power Services for FY Ending 1973 (Number of different individuals in year)								
a. Poor	33,515	9,230	5,017	4,012	734	9,833	3,144	1,538
(1) Disadvantaged	9,595	2,644	1,437	1,149	220	2,814	900	441
(2) Other Poor	7,561	2,082	1,132	905	166	2,218	709	347
b. Non-Poor	2,038	561	305	244	45	598	191	94
(1) Near Poverty	23,913	6,586	3,580	2,862	524	7,016	2,243	1,098
(2) All Other Non-Poor	6,244	1,720	935	747	137	1,832	586	287
	17,666	4,865	2,645	2,115	387	5,183	1,657	811

	Area I						
	Total	Flathead	Lake	Lincoln	Mineral	Missoula	Sanders
4. Unemployed & Underutilized Disadvantaged (By category 12 month average)	7,564	2,083	1,132	905	166	2,219	347
a. Unemployed (poor only)	1,020	281	153	122	22	299	47
b. Underutilized	6,544	1,802	980	783	143	1,920	300
(1) Employed part-time for economic reasons	414	114	62	50	9	121	19
(2) Employed full-time but with family income at or below poverty level	5,567	1,533	833	666	122	1,633	256
(3) Not in the labor force but should be	563	155	84	67	12	165	26
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)	168	Data by County is not Available.					
6. Estimated School Dropouts (Forecast Period)	253	Data by County is not Available.					
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	3,089	851	462	370	68	906	142
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	1,260	129	615	68	6	258	108

NOTE: Items may not add exactly due to rounding of numbers.

AREA II

Base Period Used 1971

POPULATION CHARACTERISTICS

For Fiscal Year 1973

AREA II		Beaverhead	Deer Lodge	Granite	Madison	Powell	Silver Bow
Total							
1. Total Civilian Population (as of 1970)		80,231	15,652	2,737	5,014	6,660	41,981
a. Age Distribution							
16 through 21 years		8,114	1,675	225	448	606	3,995
22 through 44 years		19,009	3,491	663	1,128	1,828	9,829
45 years & over		28,581	5,979	1,023	1,973	2,161	14,887
b. Members of Minority		1,197	49	21	92	121	506
16 years and over		811	33	14	62	82	343
2. Total Civilian Work Force (12 mo. avg. for CY 1971)		32,690	6,010	1,100	2,380	2,840	16,480
a. Employed		29,160	5,170	960	2,210	2,690	14,470
b. Non-Ag Wage & Salary Worker		26,310	4,980	700	1,270	2,260	14,320
c. Unemployed		2,420	420	140	170	150	1,320
Unemployment Rate		7.4%	7.0%	12.7%	7.1%	5.3%	8.0%
3. Universe of Need for Man-power Services for FY Ending 1973 (Number of different individuals in year)		12,227	1,121	707	858	757	6,669
a. Poor		3,501	607	202	246	217	1,909
(1) Disadvantaged		2,758	479	159	194	171	1,504
(2) Other Poor		743	129	43	52	46	405
b. Non-Poor		8,724	793	504	612	540	4,758
(1) Near Poverty		2,278	207	132	160	141	1,242
(2) All Other Non-Poor		6,445	586	373	452	399	3,515
4. Unemployed & Underutilized Disadvantaged (By category 12 month average)		2,759	479	150	194	171	1,505
a. Unemployed (poor only)		373	65	22	26	23	203
b. Underutilized		2,386	414	138	167	148	1,301
(1) Employed part-time for economic reasons		151	14	3	11	9	82

Area II		<u>Beaverhead</u>	<u>Deer Lodge</u>	<u>Granite</u>	<u>Madison</u>	<u>Powell</u>	<u>Silver Bow</u>
<u>Total</u>							
(2) Employed full-time but with family income at or below poverty level		185	352	117	142	126	1,107
(3) Not in the labor force but should be		205	36	12	14	13	112
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)		86	----- Data by county is not available. -----				
6. Estimated School Dropouts (Forecast Period)		116	----- Data by county is not available. -----				
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)		1,586	144	275	111	98	865
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)		326	13	111	25	33	138

NOTE: Items may not add exactly due to rounding of numbers.

AREA II

Base Period Used 1971

POPULATION CHARACTERISTICS

For Fiscal Year 1973

APPENDIX I

1. Total Civilian Population (as of 1970)

- a. Age Distribution
- 16 through 21 years
- 22 through 44 years
- 45 years & over
- b. Members of Minority
- 16 years and over

Area III	Broadwater	Gallatin	Jefferson	Lewis & Clark	Meagher	Park
86,933	2,526	32,505	5,238	33,281	2,122	11,197
12,544	214	6,717	664	3,766	182	1,001
23,197	599	9,236	1,419	8,719	537	2,687
25,804	896	7,947	1,489	10,293	768	4,411
1,151	23	302	87	655	25	59
780	16	205	59	444	17	40

2. Total Civilian Work Force (12 mo. avg. for CY 1971)

- a. Employed
- b. Non-Ag Wage & Salary Worker
- c. Unemployed
- Unemployment Rate

38,900	1,070	14,140	2,030	15,440	1,110	5,110
36,440	1,020	13,360	1,870	14,480	1,030	4,680
32,700	620	12,090	1,610	13,880	520	3,980
2,450	50	780	160	950	80	430
6.3%	4.7%	5.5%	8.1%	6.2%	7.2%	8.4%

3. Universe of Need for Man-power Services for FY Ending 1973 (Number of different individuals in year)

- a. Poor
- (1) Disadvantaged
- (2) Other Poor
- b. Non-Poor
- (1) Near Poverty
- (2) All Other Non-Poor

18,633	380	5,931	1,217	7,224	607	3,270
5,345	109	1,701	349	2,072	174	938
4,210	86	1,340	275	1,632	137	739
1,135	23	361	74	440	37	199
13,316	272	4,238	870	5,163	434	2,337
3,477	71	1,107	227	1,348	113	610
9,837	201	3,131	642	3,814	321	1,726

4. Unemployed & Underutilized Disadvantaged (By category 12 month average)

- a. Unemployed (poor only)
- b. Underutilized
- (1) Employed part-time for economic reasons

4,214	86	1,341	275	1,634	137	740
569	12	181	37	221	19	100
3,645	74	1,160	238	1,413	119	640
231	5	74	15	90	\$	41

	<u>Area III</u>	<u>Broadwater</u>	<u>Gallatin</u>	<u>Jefferson Lewis & Clark</u>	<u>Meagher</u>	<u>Park</u>
(2) Employed Full-time but with family income at or below poverty level	3,101	63	987	202	101	544
(3) Not in the labor force but should be	313	6	100	20	10	55
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)	93	-----	-----	Data by county is not available.	-----	-----
6. Estimated School Dropouts (Forecast Period)	178	-----	-----	Data by county is not available.	-----	-----
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	1,710	35	544	122	56	300
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	318	6	83	24	7	16

NOTE: Items may not add exactly due to rounding of numbers.

AREA IV

Base Period Used 1971

POPULATION CHARACTERISTICS

For Fiscal Year 1973

	Area IV	Blaine	Cascade	Chouteau	Glacier	Hill	Liberty	Pondera	Teton	Toole
1. Total Civilian Population (as of 1970)	144,070	6,727	81,804	6,473	10,783	17,358	2,359	6,611	6,116	5,839
a. Age Distribution										
16 through 21 years	15,211	656	8,753	618	977	2,345	222	611	502	527
22 through 44 years	40,144	1,582	24,686	1,551	2,706	4,550	610	1,637	1,418	1,404
45 years & over	39,643	2,128	20,725	2,255	2,841	4,738	691	2,029	2,263	1,973
b. Members of Minority	11,840	1,584	3,026	167	4,616	1,761	12	556	50	68
16 years and over	8,028	1,075	2,053	113	3,131	1,195	8	377	34	46
2. Total Civilian Work Force- (12 mo. avg. for CY 1971)	57,680	2,550	32,200	2,800	4,200	7,010	970	2,900	2,540	2,510
a. Employed	53,440	2,330	30,000	2,610	3,710	6,500	920	2,680	2,350	2,340
b. Non-Ag Wage & Salary Worker	47,150	1,540	29,000	1,620	3,250	5,780	580	2,050	1,460	1,870
c. Unemployed	3,940	220	1,900	190	490	510	50	220	190	170
Unemployment Rate	6.8%	8.6%	5.9%	6.7%	11.7%	7.3%	5.2%	7.6%	7.5%	6.8%
3. Universe of Need for Man-power Services for FY Ending 1973 (Number of different individuals in year)	20,689	1,154	9,976	997	2,572	2,677	261	1,154	997	892
a. Poor	5,925	331	2,857	286	736	767	75	331	286	255
(1) Disadvantaged	4,667	260	2,250	225	580	604	59	260	225	201
(2) Other Poor	1,258	70	607	61	156	163	16	70	61	54
b. Non-Poor	14,762	824	7,118	712	1,835	1,910	186	824	712	636
(1) Near Poverty	3,816	213	1,940	184	474	494	48	213	184	164
(2) All Other Non-Poor	10,798	603	5,207	520	1,342	1,397	136	603	520	465
4. Unemployed & Underutilized Disadvantaged (By category 12 month average)	4,625	258	2,230	223	575	598	58	250	223	199
a. Unemployed (poor only)	624	35	301	30	78	81	8	35	30	27
b. Underutilized	4,001	223	1,929	193	497	518	50	223	193	172
(1) Employed part-time for economic reasons	253	14	122	12	31	33	3	14	12	11

	Area IV	Blaine	Cascade	Chouteau	Glascier	Hill	Liberty	Pondera	Teton	Toole
(2) Employed full-time but with family income at or below poverty level	3,403	190	1,641	164	423	440	43	190	164	147
(3) Not in the labor force but should be	344	19	166	17	43	45	4	19	17	15
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)	158	----- Data by county is not available. -----								
6. Estimated School Dropouts (Forecast Period)	220	----- Data by county is not available. -----								
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	2,896	162	1,396	140	360	375	36	162	140	125
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	3,241	433	828	46	1,263	482	3	152	14	18

NOTE: Items may not add exactly due to rounding of numbers.

AREA V

Base Period Used 1971

For Fiscal Year 1973

POPULATION CHARACTERISTICS

	Area V	Big Horn	Carbon	Fergus	Golden Valley	Judith Basin	Mussel- shell	Petro- leum	Still- water	Sweet Grass	Wheat land	Yellow- stone
1. Total Civilian Population (as of 1970)	135,263	10,057	7,080	12,611	931	2,667	3,734	675	4,632	2,980	2,529	87,367
a. Age Distribution												
16 through 21 years	14,593	1,006	597	1,110	94	213	329	63	401	262	237	10,281
22 through 44 years	35,878	2,694	1,476	2,974	222	613	768	167	1,086	683	556	24,639
45 years & over	41,872	2,552	3,138	4,554	372	1,024	1,595	244	1,836	1,243	995	24,319
b. Members of Minority	5,887	4,039	58	108	1	11	5	2	37	2	22	1,602
16 years and over	3,992	2,740	39	73	1	7	3	1	25	1	15	1,087
2. Total Civilian Work Force (12 mo. avg. for CY 1971)	60,120	3,990	3,080	5,850	470	1,330	1,440	380	1,850	1,440	1,390	38,900
a. Employed	56,540	3,530	2,870	5,620	440	1,270	1,340	360	1,740	1,360	1,310	36,700
b. Non-Ag Wage & Salary Worker	47,980	2,150	1,660	4,120	250	830	1,000	170	1,090	940	970	34,800
c. Unemployed	3,580	460	210	230	30	60	100	20	110	80	80	2,200
Unemployment Rate	6.0%	7.0%	6.8%	3.9%	6.4%	4.5%	6.9%	5.3%	5.9%	5.6%	5.8%	5.7%
3. Universe of Need for Man- power Services for FY Ending 1973 (Number of different individuals in year)												
a. Poor	20,485	2,630	1,200	1,315	170	342	572	113	629	457	457	12,588
(1) Disadvantaged	5,867	753	344	377	49	98	164	32	180	131	131	3,605
(2) Other Poor	4,621	593	271	297	38	77	129	25	142	103	103	2,840
b. Non-Poor	1,245	160	73	80	10	21	35	7	38	28	28	765
(1) Near Poverty	14,616	1,877	856	938	121	244	408	80	499	326	326	8,982
(2) All Other Non-Poor	3,816	490	224	245	32	64	106	21	117	85	85	2,345
	10,798	1,386	633	693	90	130	301	59	331	241	241	6,635
4. Unemployed & Underutilized Disadvantaged (By category 12 month average)												
a. Unemployed (poor only)	4,621	593	271	297	38	77	129	25	142	103	103	2,840
b. Underutilized	623	80	37	40	5	10	17	3	19	14	14	383
(1) Employed part-time for economic reasons	3,998	513	234	257	33	67	112	22	123	89	89	2,457
	253	32	15	16	2	4	7	1	8	6	6	155

	<u>Area V</u>	<u>Big Horn</u>	<u>Carbon</u>	<u>Fergus Valley</u>	<u>Judith Basin</u>	<u>Mussel-shell</u>	<u>Petro-leum</u>	<u>Still-water</u>	<u>Grass land</u>	<u>Sweet Wheat- Yellow stone</u>
(2) Employed full-time but with family income at or below poverty level	3,401	437	199	218	28	57	19	104	76	76
(3) Not in the labor force but should be	344	44	20	22	3	6	2	11	8	8
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)	145	----- Data by county is not available. -----								
6. Estimated School Dropouts (Forecast Period)	207	----- Data by county is not available. -----								
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	2,662	342	156	171	22	44	15	82	59	59
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	1,604	1,100	16	29	1	3	1	10	1	6
										436

NOTE: Items may not add exactly due to rounding of numbers.

AREA VI

Base Period 1971

POPULATION CHARACTERISTICS

For Fiscal Year 1973

Number of Individuals

	Area VI	Number of Individuals							Powder River	
		Carter	Custer	Daniels	Dawson	Fallon	Garfield	McCone	Phillips	River
1. Total Civilian Population (as of 1970)	93,221	1,956	12,174	3,083	11,269	4,050	1,796	2,875	5,386	2,862
a. Age Distribution										
16 through 21 years	9,010	156	1,280	250	1,178	375	166	267	489	278
22 through 44 years	23,451	485	2,977	721	2,996	1,095	456	708	1,268	845
45 years and over	29,041	731	4,050	1,185	3,090	1,138	593	910	1,845	706
b. Members of Minority	6,694	9	113	18	73	17	2	18	271	39
16 years and over	4,542	6	77	12	50	12	1	12	184	27
2. Total Civilian Work Force (12 mo. avg. for CY 1971)	39,360	1,010	5,100	1,270	4,750	1,750	900	1,200	1,950	1,320
a. Employed	36,660	960	4,850	1,180	4,500	1,610	850	1,120	1,840	1,230
b. Non-Ag Wage & Salary Worker	26,680	280	4,190	750	3,780	1,290	270	610	1,250	770
c. Unemployed	2,700	50	250	90	250	140	50	80	110	90
Unemployment Rate	6.9%	5.0%	4.9%	7.1%	5.3%	8.0%	5.6%	6.7%	5.6%	6.8%
3. Universe of Need for Man-power Services for FY Ending 1973 (Number of different individuals in year)										
a. Poor	14,456	267	1,337	481	1,337	749	267	428	588	481
(1) Disadvantaged	4,140	77	383	138	383	214	76	123	168	138
(2) Other Poor	3,261	60	302	109	302	169	60	97	133	109
b. Non-Poor	879	16	81	29	81	46	16	26	36	29
(1) Near Poverty	10,314	191	954	343	954	534	191	305	420	343
(2) All Other Non-Poor	2,693	50	249	90	249	139	50	80	110	90
	7,620	141	705	254	705	395	141	226	310	254
4. Unemployed & Underutilized Disadvantaged (By category 12 month average)										
a. Unemployed (poor only)	3,260	60	302	109	302	169	60	97	133	109
b. Underutilized	439	6	41	15	41	23	8	13	18	15
(1) Employed part-time for economic reasons	2,821	52	261	94	261	146	52	84	115	94
	178	3	16	6	16	9	3	5	7	6

AREA VI (Cont.)

Base Period Used 1971

POPULATION CHARACTERISTICS

For Fiscal Year 1973

Number of Individuals

	1	2	3	1	3	1	2
	Prairie	Richland	Roosevelt	Rosebud	Sheridan	Treasure	Valley
							Wibaux
1. Total Civilian Population (as of 1970)	1,752	9,837	10,365	6,032	5,779	1,069	11,471
a. Age Distribution							
16 through 21 years	179	910	1,061	565	495	96	1,116
22 through 44 years	399	2,448	2,508	1,561	1,370	286	3,007
45 years & over	720	3,149	3,020	1,764	2,062	341	3,226
b. Members of Minority	13	60	3,164	1,829	49	5	1,013
16 years and over	9	41	2,146	1,241	33	3	687
2. Total Civilian Work Force (12 mo. avg. for CY 1971)	880	3,800	4,150	2,670	2,400	570	4,950
a. Employed	810	3,580	3,730	2,420	2,180	540	4,620
b. Non-Ag Wage & Salary Worker	430	2,360	2,990	1,730	1,590	180	3,760
c. Unemployed	70	220	420	250	220	30	330
Unemployment Rate	8.0%	5.8%	10.0%	9.4%	9.2%	5.3%	6.7%
3. Universe of Need for Man-power Services for FY Ending 1973 (Number of different individuals in year)	374	1,177	2,248	1,337	1,177	160	1,766
a. Poor	107	337	644	383	337	46	506
(1) Disadvantaged	84	265	507	302	265	36	398
(2) Other Poor	23	72	137	81	72	10	107
b. Non-Poor	267	840	1,604	954	840	114	1,260
(1) Near Poverty	70	219	419	249	219	30	329
(2) All Other Non-Poor	197	620	1,185	705	620	85	931
4. Unemployed & Underutilized Disadvantaged (By category 12 month average)	84	265	507	302	265	36	398
a. Unemployed (poor only)	111	381	68	41	34	4	54
b. Underutilized	73	210	439	281	230	31	243
(1) Employed part-time for economic reasons	5	14	28	16	14	2	22
							3

	<u>Area VI</u>	<u>Carter</u>	<u>Custer</u>	<u>Daniels</u>	<u>Dawson</u>	<u>Fallon</u>	<u>Garfield</u>	<u>McCone</u>	<u>Phillips</u>	<u>Powder River</u>
(2) Employed full-time but with family income at or below poverty level	2,400	44	222	80	222	124	44	71	98	80
(3) Not in the labor force but should be	243	4	22	8	22	13	4	7	10	8
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)	100	----- Data by county is not available. -----								
6. Estimated School Dropouts (Forecast Period)	126	----- Data by county is not available. -----								
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	1,849	34	171	62	171	96	34	55	75	62
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	1,826	2	31	5	20	5	1	5	74	11

NOTE: Items may not add exactly due to rounding of numbers.

	<u>Prairie</u>	<u>Richland</u>	<u>Roosevelt</u>	<u>Rosebud</u>	<u>Sheridan</u>	<u>Treasure</u>	<u>Valley</u>	<u>Wibaux</u>
(2) Employed full-time but with family income at or below poverty level	62	195	373	222	195	27	293	44
(3) Not in the labor force but should be	6	20	38	22	20	3	30	4
5. Welfare Recipients: WIN, CEP & MDTA referrals receiving public assistance at time of enrollment (Forecast Period)	----- Data by county is not available. -----							
6. Estimated School Dropouts (Forecast Period)	----- Data by county is not available. -----							
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	48	151	288	171	151	21	226	34
8. Estimated Number of Minorities Needing Manpower Services (Forecast Period)	3	16	863	499	13	1	1	

NOTE: Items may not add exactly due to rounding of numbers.

SOURCE: Universe of Need Data was developed by State Secretarial Staff in cooperation with Employment Service - Research and Analysis.

APPENDIX II

CURRENT & PROJECTED EMPLOYMENT BY OCCUPATION

(Source of data - 1970 Census)

AREA I

Occupation	Flathead	Lake	Lincoln	Mineral	Missoula	Ravalli	Sanders
Total employment, 16 yrs. and over	12,278	4,507	6,007	1,047	21,349	4,845	2,185
Professional, Technical and Kindred Workers	1,543	575	770	174	4,102	780	277
Engineers	111	13	106	10	153	59	9
Physicians, dentists & related practitioners	130	12	17	10	198	47	6
Health workers, except practitioners	186	83	42	10	441	79	24
Teachers, elementary & secondary	546	266	241	100	737	198	135
Technicians, except health	91	38	105	19	290	65	22
Other professional workers	479	163	259	25	2,283	332	81
Managers and Administrators, except farm	1,348	425	479	57	2,094	499	195
Salaried: Manufacturing	86	16	58	--	110	30	22
Retail Trade	227	59	68	5	392	54	32
Other Industries	556	176	190	20	1,100	151	72
Self-Employed: Retail Trade	251	130	85	22	182	145	58
Other Industries	228	44	78	7	310	119	11
Sales Workers	870	271	196	24	1,637	198	111
Retail Trade	625	214	130	24	882	137	78
Other than Retail Trade	245	57	66	--	755	61	33
Clerical & Kindred Workers	1,551	442	606	117	3,367	405	211
Craftsmen, Foremen & Kindred Workers	2,083	475	1,206	122	2,812	582	286
Automobile mechanics, inc. body repairmen	189	65	70	18	362	99	50
Mechanics & repairmen, except auto	347	40	137	30	437	42	21
Metal craftsmen, except mechanics	110	22	79	6	146	14	15
Construction craftsmen	637	189	411	34	677	182	74
Other craftsmen	800	159	509	34	1,190	245	126
Operatives, except Transport	1,372	270	949	157	1,580	388	271
Durable goods manufacturing	908	123	571	111	505	149	196
Non-durable goods manufacturing	41	13	11	8	242	61	8
Non-manufacturing industries	423	134	367	38	833	178	67

Occupation	Flathead	Lake	Lincoln	Mineral	Missoula	Ravalli	Sanders
Transportation, except farm	624	202	340	97	905	194	68
Laborers, except farm	873	253	701	123	1,098	307	200
Construction laborers	76	28	188	4	161	46	13
Freight, stock & material handlers	298	95	217	58	424	100	38
Other laborers except farm	499	130	296	61	513	161	149
Farmers & Farm Managers	291	498	104	4	144	482	184
Farm Laborers & Farm Foremen	178	408	37	7	147	249	53
Service Workers, except private household	1,459	614	570	161	3,215	663	298
Cleaning service workers	365	132	151	39	796	184	83
Food service workers	649	291	264	86	1,327	300	165
Health service workers	123	65	12	4	269	57	25
Personal service workers	154	41	66	5	397	57	10
Protective service workers	93	32	61	5	225	24	9
Private household workers	86	74	49	4	248	98	31

AREA II

Occupation	Beaver-head	Deer Lodge	Granite	Madison	Powell	Silver Bow
Total employment 16 yrs. & over	3,121	5,288	948	1,849	2,332	14,543
Professional, Technical & Kindred Workers	392	624	100	176	205	2,042
Engineers	17	25	--	8	9	266
Physicians, dentists, & related practitioners	--	28	--	5	16	88
Health workers, except practitioners	20	153	5	21	9	293
Teachers, elementary & secondary	116	208	40	66	104	433
Technicians, except health	30	31	11	12	12	150
Other Professional Workers	209	179	44	64	55	812
Managers & Administrators, except farm	298	227	56	156	202	1,386
Salaried: Manufacturing	19	17	--	--	8	39
Retail Trade	47	40	--	15	13	326
Other Industries	107	113	20	54	110	767
Self-Employed: Retail Trade	63	34	22	39	30	159
Other Industries	62	23	14	48	41	95
Sales Workers	139	188	21	45	84	881
Retail Trade	113	151	16	45	68	545
Other than Retail Trade	26	37	5	--	16	336
Clerical & Kindred Workers	417	418	87	98	301	2,440
Craftsmen, Foremen & Kindred Workers	345	1,225	133	147	392	2,387
Auto mechanics, inc. body repairmen	80	53	11	10	26	198
Mechanics & repairmen, except auto	51	110	15	--	43	278
Metal craftsmen, except mechanics	--	147	8	--	33	283
Construction craftsmen	121	452	56	92	110	725
Other craftsmen	93	463	43	45	180	903
Operatives, except Transport	179	764	93	60	269	1,689
Durable goods, manufacturing	50	583	51	5	76	93
Non-durable goods, manufacturing	7	--	--	--	20	150
Non-manufacturing industries	122	181	42	55	173	1,446
Transportation, except farm	91	187	24	63	52	686
Laborers, except farm	134	401	147	62	151	575
Construction laborers	22	100	53	17	35	117
Freight, stock & material handlers	56	71	9	22	52	197
Other laborers except farm	56	230	85	23	64	261

AREA II

Occupation	Beaver-head	Deer Lodge	Granite	Madison	Powell	Silver Bow
Total employment 16 yrs. & over	3,121	5,288	948	1,849	2,332	14,543
Professional, Technical & Kindred Workers	392	624	100	176	205	2,042
Engineers	17	25	--	8	9	266
Physicians, dentists, & related practitioners	--	28	--	5	16	88
Health workers, except practitioners	20	153	5	21	9	293
Teachers, elementary & secondary	116	208	40	66	104	433
Technicians, except health	30	31	11	12	12	150
Other Professional Workers	209	179	44	64	55	812
Managers & Administrators, except farm	298	227	56	156	202	1,386
Salaried: Manufacturing	19	17	--	--	8	39
Retail Trade	47	40	--	15	13	326
Other Industries	107	113	20	54	110	767
Self-Employed: Retail Trade	63	34	22	39	30	159
Other Industries	62	23	14	48	41	95
Sales Workers	139	188	21	45	84	881
Retail Trade	113	151	16	45	68	545
Other than Retail Trade	26	37	5	--	16	336
Clerical & Kindred Workers	417	418	87	98	301	2,440
Craftsmen, Foremen & Kindred Workers	345	1,225	133	147	392	2,387
Auto mechanics, inc. body repairmen	80	53	11	10	26	198
Mechanics & repairmen, except auto	51	110	15	--	43	278
Metal craftsmen, except mechanics	--	147	8	--	33	283
Construction craftsmen	121	452	56	92	110	725
Other craftsmen	93	463	43	45	180	903
Operatives, except Transport	179	764	93	60	269	1,689
Durable goods, manufacturing	50	583	51	5	76	93
Non-durable goods, manufacturing	7	--	--	--	20	150
Non-manufacturing industries	122	181	42	55	173	1,446
Transportation, except farm	91	187	24	63	52	686
Laborers, except farm	134	401	147	62	151	575
Construction laborers	22	100	53	17	35	117
Freight, stock & material handlers	56	71	9	22	52	197
Other laborers except farm	56	230	85	23	64	261

Occupation	Beaver-head	Deer Lodge	Granite	Madison	Powell	Silver Bow
Farmers & farm managers	316	39	110	436	118	64
Farm laborers & farm foremen	329	52	65	305	112	90
Service workers, except private household	461	1,085	86	312	426	2,126
Cleaning service workers	102	200	17	46	46	594
Food service workers	236	313	43	151	125	632
Health service workers	74	399	--	34	54	338
Personal service workers	34	82	11	57	60	214
Protective service workers	15	57	8	11	126	194
Private household workers	20	78	26	29	20	177

AREA III

Occupation	Broad- water	Gallatin	Jefferson	Lewis & Clark	Meagher	Park
Total employment 16 yrs. & over	887	12,129	1,688	13,989	804	4,235
Professional, Technical & Kindred Workers	155	2,533	239	2,820	67	492
Engineers	4	133	15	272	--	6
Physicians, dentists & related practitioners	24	92	--	74	4	23
Health workers, except practitioners	17	215	55	335	10	32
Teachers, elementary & secondary	43	421	78	466	13	208
Technicians, except health	16	211	20	276	--	27
Other professional workers	51	1,461	71	1,397	40	196
Managers & Administrators, except farm	102	1,294	119	1,646	47	477
Salaried: Manufacturing	7	53	--	78	--	27
Retail Trade	15	264	5	203	--	48
Other Industries	51	558	58	1,012	15	222
Self-Employed: Retail Trade	22	240	37	180	20	80
Other Industries	7	179	19	173	12	100
Sales Workers	26	764	77	726	7	160
Retail Trade	13	512	47	428	7	109
Other than Retail Trade	13	252	30	298	--	51
Clerical & Kindred Workers	110	1,786	212	3,520	49	469
Craftsmen, Foremen & Kindred Workers	77	1,273	271	1,371	27	791
Auto mechanics, inc. body repairmen	21	110	22	127	4	59
Mechanics & repairmen except auto	13	202	33	173	5	131
Metal craftsmen, except mechanics	--	39	31	62	4	181
Construction craftsmen	27	496	120	430	9	198
Other craftsmen	16	426	65	579	5	222
Operatives, except Transport	49	668	107	664	55	273
Durable goods, manufacturing	21	194	--	116	46	63
Non-durable goods, manufacturing	5	66	24	55	--	16
Non-manufacturing industries	23	408	83	493	9	194
Transportation, except farm	--	362	30	364	49	179
Laborers, except farm	44	465	74	493	68	159
Construction laborers	--	66	13	72	--	44
Freight, stock & material handlers	16	201	17	166	33	32
Other laborers except farm	28	198	44	255	35	83
Farmers & Farm Managers	135	592	95	240	131	319
Farm Laborers & Farm Foremen	99	449	67	327	150	195

Occupation	Broad- water	Gallatin	Jefferson	Lewis & Clark	Meagher	Park
Service Workers, except private household	84	1,747	389	1,682	127	617
Cleaning service workers	12	428	71	348	22	117
Food service workers	53	761	84	628	57	324
Health service workers	4	156	173	216	18	60
Personal service workers	8	218	36	279	5	62
Protective service workers	7	81	13	122	11	38
Private Household Workers	6	196	8	136	27	104

AREA IV

Occupation	Blaine	Cascade	Chouteau	Glacier	Hill	Liberty	Pondera
Total employment 16 yrs. & over	2,080	26,271	2,432	3,132	6,233	863	2,412
Professional, Technical & Kindred Workers	273	3,939	241	379	915	113	307
Engineers	---	260	---	6	32	---	20
Physicians, dentists, & related practitioners	15	221	5	26	61	6	5
Health workers, except practitioners	31	534	21	35	132	21	36
Teachers, elementary & secondary	157	1,118	123	179	298	66	129
Technicians, except health	10	360	5	34	58	4	37
Other professional workers	60	1,446	87	99	334	16	80
Managers & Administrators, except farm	165	2,780	183	355	546	109	275
Salaried: Manufacturing	12	164	10	4	24	---	11
Retail Trade	5	570	41	67	123	22	64
Other Industries	88	1,528	89	142	260	69	92
Self-employed: Retail Trade	44	273	19	50	89	13	60
Other Industries	16	245	24	92	50	5	48
Sales Workers	82	2,192	104	185	434	30	102
Retail Trade	64	1,141	66	141	305	21	81
Other than Retail Trade	18	1,051	38	44	129	9	21
Clerical & Kindred Workers	193	4,828	216	467	919	84	250
Craftsmen, Foremen & Kindred	192	3,531	149	428	872	57	211
Auto mechanics, inc. body repairmen	39	385	10	82	116	20	37
Mechanics & repairmen except auto	11	624	42	67	172	5	36
Metal craftsmen, except mech.	---	123	---	20	77	9	4
Construction craftsmen	103	967	67	80	184	7	82
Other craftsmen	39	1,432	30	179	323	16	52
Operatives, except Transport	129	1,700	57	227	208	62	113
Durable goods, manufacturing	---	710	21	24	15	---	12
Non-durable goods manufacturing	31	222	5	9	37	---	15
Nonmanufacturing industries	98	768	31	194	156	62	86
Transportation, except farm	31	1,012	46	86	279	5	25
Laborers, except farm	48	1,356	48	82	230	7	70
Construction laborers	---	207	6	20	27	---	13
Freight, stock & material handlers	4	544	30	15	71	4	29
Other laborers except farm	44	605	12	47	132	3	28

	Teton	Toole
	2,096	2,113
	237	237
	---	5
	20	6
	20	22
	112	104
	5	20
	80	80
	174	315
	---	5
	14	43
	83	150
	39	42
	38	75
	94	100
	50	58
	44	42
	186	217
	232	171
	17	20
	59	37
	---	5
	78	42
	78	67
	114	173
	16	---
	10	42
	88	131
	62	58
	74	72
	12	9
	35	9
	27	54

Occupation	Blaine	Cascade	Chouteau	Glacier	Hill	Liberty	Pondera
Farmers & Farm Managers	357	653	785	247	588	228	551
Farm Laborers & Farm Foremen	264	372	332	137	212	66	169
Service Workers, except private household	282	3,634	249	499	992	89	287
Cleaning service workers	40	673	54	118	211	18	70
Food service workers	138	1,463	106	165	371	51	119
Health service workers	55	438	36	69	212	---	22
Personal service workers	22	538	18	46	125	11	37
Protective service workers	13	226	19	60	44	9	17
Private Household Workers	64	274	22	40	38	13	52

	Teton	Toole
	511	400
	213	106
	183	230
	37	44
	74	103
	37	26
	24	23
	5	30
	16	34

AREA V

Occupation	Big Horn	Carbon	Fergus	Golden Valley	Judith Basin	Mussel- shell	Petroleu
Total employment 16 yrs. & over	3,163	2,393	4,329	369	990	1,333	261
Professional, Technical & Kin- dred Workers	432	235	538	37	77	128	19
Engineers	23	---	19	---	---	---	---
Physicians, dentists, & related practitioners	16	24	25	---	5	5	---
Health workers, except practitioners	29	27	81	---	6	21	---
Teachers, elementary & secondary	181	112	179	21	33	60	19
Technicians, except health	22	15	23	---	---	5	---
Other professional workers	161	57	211	16	33	37	---
Managers & Administrators, except farm	302	282	531	26	62	107	25
Salaried: Manufacturing	4	5	24	---	---	6	---
Retail Trade	38	58	99	---	10	12	---
Other Industries	167	110	268	15	47	33	25
Self-employed: Retail Trade	73	75	101	---	5	35	---
Other Industries	20	34	39	11	---	21	---
Sales Workers	130	165	349	5	---	59	---
Retail Trade	96	117	226	5	---	39	---
Other than Retail Trade	34	48	123	---	---	20	---
Clerical & Kindred Workers	358	191	439	17	74	71	27
Craftsmen, Foremen & Kindred Workers	305	237	407	16	52	152	17
Auto mechanics, inc. body repairmen	44	46	111	---	4	69	---
Mechanics & repairmen except auto	50	60	75	---	14	8	---
Metal craftsmen except mechanics	5	5	4	---	---	---	---
Construction craftsmen	99	68	96	4	24	44	6
Other craftsmen	107	58	121	12	10	31	11
Operatives, except Transport	184	94	195	4	24	162	---
Durable goods manufacturing	24	19	37	---	---	---	---
Nondurable goods manufacturing	89	11	37	---	---	10	---
Nonmanufacturing industries	71	64	121	4	24	152	---
Transportation, except farm	81	136	79	11	10	51	---
Laborers, except farm	135	53	118	13	32	70	3
Construction laborers	52	10	17	13	14	22	---
Freight, stock & material handlers	14	19	53	---	---	8	3
Other laborers except farm	69	24	48	---	18	40	---
Farmers & Farm Managers	554	486	795	137	339	196	88

	Still- water	Sweet Grass	Wheat- land	Yellow- stone
	1,529	1,249	1,080	32,966
	151	119	123	4,727
	4	---	---	347
	12	5	---	233
	32	9	16	609
	53	54	53	1,116
	18	5	10	289
	32	46	44	2,133
	169	126	109	4,020
	---	---	---	278
	32	8	5	780
	68	53	68	1,963
	41	19	31	387
	28	46	5	612
	136	73	42	3,108
	83	58	16	1,457
	53	15	26	1,651
	141	122	111	5,882
	161	82	120	4,170
	35	15	12	541
	28	---	44	728
	5	---	5	84
	54	45	25	1,037
	39	22	34	1,780
	160	36	46	2,123
	17	4	---	138
	29	6	5	635
	114	26	41	1,350
	61	34	24	1,575
	31	39	63	1,439
	20	15	6	221
	---	5	15	611
	11	10	42	607
	317	239	188	787

Occupation	Big Horn	Carbon	Fergus	Golden Valley	Judith Basin	Mussel- shell	Petroleum
Farm Laborers and Farm Foremen	298	149	313	56	203	85	67
Service Workers, except private household	375	321	520	41	100	225	11
Cleaning service workers	64	91	113	---	4	39	---
Food service workers	137	138	278	41	79	125	5
Health service workers	58	35	83	---	---	27	---
Personal service workers	68	40	21	---	---	22	6
Protective service workers	26	---	19	---	---	8	---
Private household workers	9	44	45	6	17	27	4

	Still- water	Sweet Grass	Wheat- land	Yellow- stone
	75	224	115	386
	105	127	114	4,349
	27	32	40	1,057
	43	51	50	1,680
	29	25	15	469
	6	---	9	622
	---	6	---	329
	22	28	25	400

AREA VI

Occupation	Carter	Custer	Daniels	Dawson	Fallon	Garfield
Total employment 16 yrs. & over	805	4,466	1,090	4,235	1,453	718
Professional, Technical & Kindred	86	644	76	509	131	79
Engineers	--	8	--	61	6	--
Physicians, dentists, & related practitioners	--	58	5	35	5	--
Health workers, except practitioners	13	130	8	45	11	8
Teachers, elementary & secondary	63	163	34	167	89	57
Technicians, except health	--	84	--	24	4	4
Other professional workers	10	201	29	177	16	10
Managers & Administrators, except farm	40	496	141	352	132	56
Salaried: Manufacturing	--	21	--	15	--	5
Retail Trade	--	84	13	51	30	5
Other Industries	31	236	82	206	71	12
Self-employed: Retail Trade	4	74	39	12	21	3
Other Industries	5	81	7	68	10	31
Sales Workers	14	339	41	247	72	15
Retail Trade	14	232	24	168	51	15
Other than Retail Trade	--	107	17	79	21	---
Clerical & Kindred Workers	56	698	100	572	156	56
Craftsmen, Foremen & Kindred Workers	23	434	86	607	184	43
Auto mechanics, inc. body repairmen	19	31	22	61	33	15
Mechanics & repairmen, except auto	4	72	10	97	27	--
Metal craftsmen, except mechanics	--	--	7	18	--	--
Construction craftsmen	--	128	21	141	59	28
Other craftsmen	--	203	26	290	65	--
Operatives, except Transport	8	214	38	273	136	16
Durable goods manufacturing	8	10	--	--	10	--
Nondurable goods manufacturing	--	--	--	45	5	--
Nonmanufacturing industries	--	204	38	228	121	16
Transportation, except farm	19	198	25	226	28	39
Laborers, except farm	31	120	21	145	62	19
Construction laborers	9	41	15	45	38	11
Freight, stock & material handlers	8	33	--	48	18	--
Other laborers except farm	14	46	6	52	6	8
Farmers and Farm Managers	376	281	325	481	266	215
Farm Laborers & Farm Foremen	89	294	83	234	53	121

Cone	Phillips	Powder River	Prairie	Rich- land	Roose- velt	Rose- bud	Sheridan	Treasure	Valley	Wibaux
030	1,945	1,115	725	3,311	3,196	2,238	2,185	380	4,036	533
103	266	45	51	378	391	234	277	48	535	41
---	10	5	---	8	---	14	9	---	18	---
---	13	11	4	11	21	16	6	---	15	---
9	28	---	6	24	31	13	24	8	50	---
51	115	14	12	220	149	108	135	36	230	18
---	16	---	---	42	35	29	22	---	14	5
43	84	15	29	73	155	54	81	4	208	18
88	163	79	50	261	344	204	195	38	391	57
---	4	---	---	4	26	13	22	6	10	---
9	34	16	---	93	62	17	32	---	55	5
60	46	42	20	83	169	107	72	20	213	32
19	45	4	30	26	57	35	58	---	62	6
---	34	17	---	55	30	32	11	20	51	14
51	103	14	22	197	191	57	111	17	200	17
27	81	14	22	145	159	43	78	14	153	17
24	22	---	---	52	32	14	33	3	47	---
84	146	118	73	360	438	304	211	35	462	47
78	199	91	72	428	391	184	286	25	395	29
25	53	11	---	75	55	10	50	5	59	6
17	41	7	22	56	134	19	21	---	43	---
---	---	---	---	5	7	---	15	---	26	---
21	67	44	24	105	101	79	74	11	119	---
15	38	29	26	187	94	76	126	9	148	23
31	81	115	31	256	143	151	271	15	256	20
---	19	---	---	5	20	57	196	---	151	---
---	5	---	---	67	22	---	8	---	5	6
31	57	115	31	184	101	94	67	15	100	14
24	37	56	19	145	48	67	68	10	160	---
8	24	6	26	150	75	141	200	11	179	13
4	6	6	6	10	23	25	13	5	63	---
---	4	---	10	76	17	28	38	---	55	13
4	14	---	10	64	35	88	149	6	61	---
398	497	299	220	485	491	306	184	93	686	183
74	194	200	69	241	142	191	53	74	224	80

Occupation	Carter	Custer	Daniels	Dawson	Fallon	Garfield
Service Workers, except private household	63	700	138	485	196	49
Cleaning service workers	10	126	28	109	15	11
Food service workers	30	261	66	221	88	24
Health service workers	6	96	21	38	31	--
Personal service workers	5	57	17	54	32	5
Protective service workers	--	92	6	31	18	--
Private Household Workers	--	48	16	104	37	10

McCone	Phillips	Powder River	Prairie	Rich- land	Roose- velt	Rose- bud	Sheridan	Treasure	Valley	Wibaux
84	218	69	75	365	497	386	298	11	533	46
13	35	20	14	57	136	75	83	8	87	9
51	96	33	31	176	143	146	165	3	220	5
---	29	---	24	77	91	47	25	---	89	6
5	9	12	---	28	43	65	10	---	58	11
8	9	---	6	6	30	36	9	---	48	15
7	17	23	17	45	45	13	31	3	15	---

CURRENT AND PROJECTED EMPLOYMENT NEEDS BY OCCUPATIONAL FIELDS

Projected Statewide Employment by Year						
Occupational Field	1971	1972	1973	1974	1975	Replacement Needs Due to Retirement & Death--Average Per Year
<u>Professional, Technical & Kindred</u>	36,620	37,540	38,460	39,380	40,300	1,042
Engineers	2,314	2,378	2,442	2,506	2,570	34
Chemical	42	44	46	48	50	*
Civil	930	994	1,058	1,084	1,110	20
Electrical	494	508	522	536	550	4
Industrial	72	74	76	78	80	*
Mechanical	164	168	172	176	180	4
Metal	10	10	10	10	10	*
Mining	142	144	146	148	150	2
Sales	104	108	112	116	120	*
Other	280	290	300	310	320	4
Natural Scientists	1,200	1,240	1,280	1,320	1,360	16
Chemical	322	334	346	358	370	6
Agriculture	218	226	234	242	250	4
Biological	210	220	230	240	250	2
Geological	378	386	394	402	410	2
Mathematical	20	20	20	20	20	*
Other	52	54	56	58	60	2
Technicians exc. Medical and Dental	2,734	2,818	2,902	2,986	3,070	32
Draftsman	552	564	576	588	600	6
Surveyors	596	612	628	644	660	8
Radio Operators	284	288	292	296	300	2
Other	1,302	1,354	1,406	1,458	1,510	16
Medical, Other Health Workers	7,270	7,450	7,630	7,810	7,990	286
Dentists	416	422	428	434	440	10
Dietitians	72	74	76	78	80	4
Nurses	3,914	4,008	4,102	4,196	4,290	184
Optometrists	80	80	80	80	80	2
Osteopaths	50	50	50	50	50	2
Pharmacists	360	360	360	360	360	10
Physicians	800	820	840	860	880	20
Psychologists	40	40	40	40	40	*
Technicians	1,144	1,198	1,252	1,306	1,360	42
Veterinarians	132	134	136	138	140	2
Other	262	264	266	268	270	10

*Less than 1 per year (average).

Occupational Field	1971	1972	1973	1974	1975	Replacement Needs Due to Retirement & Death--Average Per Year
Teachers	11,468	11,706	11,944	12,182	12,420	382
Elementary	5,734	5,788	5,842	5,896	5,950	236
Secondary	3,548	3,656	3,764	3,872	3,980	92
College	1,404	1,458	1,512	1,566	1,620	28
Other, excl. art, music, & dance	782	804	826	848	870	26
Social Scientists	124	128	132	136	140	4
Economists	72	74	76	78	80	2
Statisticians	42	44	46	48	50	*
Others	10	10	10	10	10	2
<u>Other Professional, Tech- nical & Kindred</u>	11,510	11,820	12,430	12,440	12,750	288
Accountants & Auditors	1,570	1,600	1,630	1,660	1,690	26
Airplane Pilots & Navigators	154	158	162	166	170	2
Architects	132	134	136	138	140	4
Workers in Arts	2,036	2,082	2,128	2,174	2,220	66
Clergymen	932	934	936	938	940	24
Designers	72	74	76	78	80	16
Editors	352	354	356	358	360	14
Lawyers	9,944	9,958	9,972	9,986	10,000	28
Librarians	380	390	400	410	420	20
Personnel Workers	392	404	416	428	440	8
Photographers	120	120	120	120	120	2
Social & Welfare Workers	298	306	314	322	330	12
Prof., Tech. & Kindred N.E.C.	4,128	4,306	4,484	4,662	4,840	80
<u>Managerial - On Farm</u>	24,700	24,700	24,700	24,700	24,700	434
<u>Managerial - Off Farm</u>	27,676	27,882	28,088	28,294	28,500	698
Railroad Conductors	470	470	470	470	470	18
Credit Managers	256	262	268	274	280	4
Office Managers	10	10	10	10	10	*
Postmasters	360	360	360	360	360	4
Purchasing Managers	152	154	156	158	160	2
Miscellaneous	26,404	26,608	26,812	27,016	27,220	670
<u>Clerical & Kindred</u>	36,248	36,886	37,524	38,162	38,800	1,484
Stenographers	8,522	8,714	8,906	9,098	9,290	430
Office Workers	948	976	1,004	1,032	1,060	44
Other Clerical & Kindred Workers	26,778	27,196	27,614	28,032	28,450	1,010
Accountants	170	170	170	170	170	*
Bookkeepers	5,572	5,634	5,696	5,758	5,820	250
Bankers	736	762	788	814	840	32
Cashiers & Checkers	1,996	2,062	2,128	2,194	2,260	80

*Less than 1 per year (average).

Occupational Field	1971	1972	1973	1974	1975	Replacement Needs Due to Retirement & Death--Average Per Year
Mail Carriers	952	964	976	988	1,000	16
Postal Clerks	894	908	922	936	950	22
Shipping Clerks	250	250	250	250	250	4
Telephone Operators	1,614	1,628	1,642	1,656	1,670	82
Miscellaneous	14,586	14,812	15,038	15,264	15,490	524
<u>Sales Workers</u>	18,908	19,106	19,304	19,502	19,700	626
<u>Craftsmen, Foremen & Kindred</u>	34,524	34,868	35,212	35,556	35,900	702
Construction Craftsmen	9,954	9,988	10,022	10,056	10,090	220
Carpenters	3,800	3,800	3,800	3,800	3,800	104
Bricklayers	402	404	406	408	410	8
Cement Finishers	152	154	156	158	160	2
Electricians	1,208	1,216	1,224	1,232	1,240	22
Excavators	1,892	1,914	1,936	1,958	1,980	28
Painters	960	960	960	960	960	28
Plasterers	110	110	110	110	110	2
Plumbers	1,102	1,114	1,126	1,138	1,150	22
Roofers	112	114	116	118	120	2
Structural Metal Workers	144	148	152	156	160	2
Foremen	4,444	4,508	4,572	4,636	4,700	84
Metal Working Crafts, excl. Mechanical	1,780	1,780	1,780	1,780	1,780	36
Machinist	870	870	870	870	870	18
Blacksmith	80	80	80	80	80	4
Boilermakers	140	140	140	140	140	4
Millwrights	212	214	216	218	220	4
Molders	20	20	20	20	20	*
Pattern Makers	0	0	0	0	0	*
Sheet Metal Workers	396	402	408	414	420	6
Tool & Die Workers	22	24	26	28	30	*
Printed Trades Craftsmen	680	680	680	680	680	14
Compositors & Typesetters	440	440	440	440	440	10
Electrotypers & Stereo- typers	50	50	50	50	50	*
Engravers	20	20	20	20	20	*
Photographers	52	54	56	58	60	2
Pressmen	102	104	106	108	110	2
Trans. & Public Utilities Craftsmen	2,602	2,614	2,626	2,638	2,650	52
Linemen	1,698	1,726	1,754	1,782	1,810	16
Locomotive Engineers	734	738	742	746	750	34
Locomotive Firemen	90	90	90	90	90	2
Mechanics & Repairmen	10,046	10,242	10,438	10,634	10,830	186
Airplane Mechanics	162	164	166	168	170	2
Motor Mechanics	3,606	3,652	3,698	3,744	3,790	50

*Less than 1 per year (average).

Occupational Field	1971	1972	1973	1974	1975	Replacement Needs Due to Retirement & Death--Average Per Year
Office Machine Repairmen	102	104	106	108	110	*
Radio & TV Repairmen	396	402	408	414	420	4
Railroad & Car Shop	440	440	440	440	440	12
Other	5,345	5,480	5,620	5,760	5,900	118
Other Craftsmen & Kindred	4,994	5,038	5,082	5,126	5,170	110
Bakers	330	330	330	330	330	10
Cabinet Makers	160	160	160	160	160	4
Crane Operators	416	422	428	434	440	8
Glaziers	102	104	106	108	110	2
Jewelers	80	80	80	80	80	2
Opticians	80	80	80	80	80	2
Inspectors, graders & scalers	342	344	346	348	350	8
Inspectors N.E.C.	560	570	580	590	600	16
Upholsterers	152	154	156	158	160	4
All Other	2,732	2,764	2,796	2,828	2,860	54
<u>Operatives & Kindred</u>	30,136	30,302	30,468	30,634	30,800	578
Drivers & Deliverymen	8,902	8,994	9,086	9,178	9,270	136
Drivers	7,006	7,072	7,138	7,204	7,270	102
Deliverymen	1,896	1,922	1,948	1,974	2,000	34
Trans. & Public Utilities	1,080	1,080	1,080	1,080	1,080	22
Brakemen	880	880	880	880	880	18
Power Station Operators	192	194	196	198	200	4
Semiskilled Metal Workers	1,678	1,686	1,694	1,702	1,710	26
Furnace, Smeltermen	520	520	520	520	520	10
Welders	904	918	932	946	960	12
Assemblers	122	124	126	128	130	2
Inspectors	100	100	100	100	100	2
Semiskilled Textile Workers	50	50	50	50	50	2
Weavers	10	10	10	10	10	*
Sewers	40	40	40	40	40	*
Other Operatives & Kin- dred Workers	18,402	18,474	18,546	18,618	18,690	392
Asbestos Workers	90	90	90	90	90	2
Attendants	1,970	2,000	2,030	2,060	2,090	24
Blasters	30	30	30	30	30	*
Laundry Workers	1,386	1,392	1,398	1,404	1,410	62
Meat Cutters	766	772	778	784	790	18
Mine Operators	2,290	2,290	2,290	2,290	2,290	42
Other	11,582	11,684	11,786	11,888	11,990	244
<u>Service Workers</u>	37,840	38,530	39,220	39,910	40,600	1,822
Private Household	5,780	5,800	5,820	5,840	5,860	366

*Less than 1 per year (average).

Projected Statewide Employment by Year

Occupational Field	1971	1972	1973	1974	1975	Replacement Needs Due to Retirement & Death--Average Per Year
Protective	2,464	2,508	2,552	2,596	2,640	58
Firemen	440	450	460	470	480	6
Guards	630	630	630	630	630	30
Police	1,394	1,428	1,462	1,496	1,530	22
Food Service Workers	12,088	12,296	12,504	12,712	12,920	534
Bartenders	2,428	2,456	2,484	2,512	2,540	72
Cooks	4,426	4,512	4,598	4,684	4,770	202
Counter & Fountain Workers	548	566	584	602	620	26
Waiters	4,686	4,762	4,838	4,914	4,990	234
Other Service Workers	17,508	17,926	18,344	18,762	19,180	864
Attendants & Nurse Aides	4,360	4,530	4,700	4,870	5,040	168
Charwomen	934	958	982	1,006	1,030	52
Janitors	4,030	4,100	4,170	4,240	4,310	192
LPN's	1,176	1,212	1,248	1,284	1,320	76
Other	7,008	7,126	7,244	7,362	7,480	376
<u>Laborers, Off Farm</u>	10,400	10,400	10,400	10,400	10,400	1,180
<u>Laborers, On Farm</u>	6,900	6,900	6,900	6,900	6,900	168

Source: Montana Manpower Projections, 1975, Employment Service Research and Analysis,
Employment Security Division, Department of Labor and Industry.

APPENDIX III

Description of State and Areas

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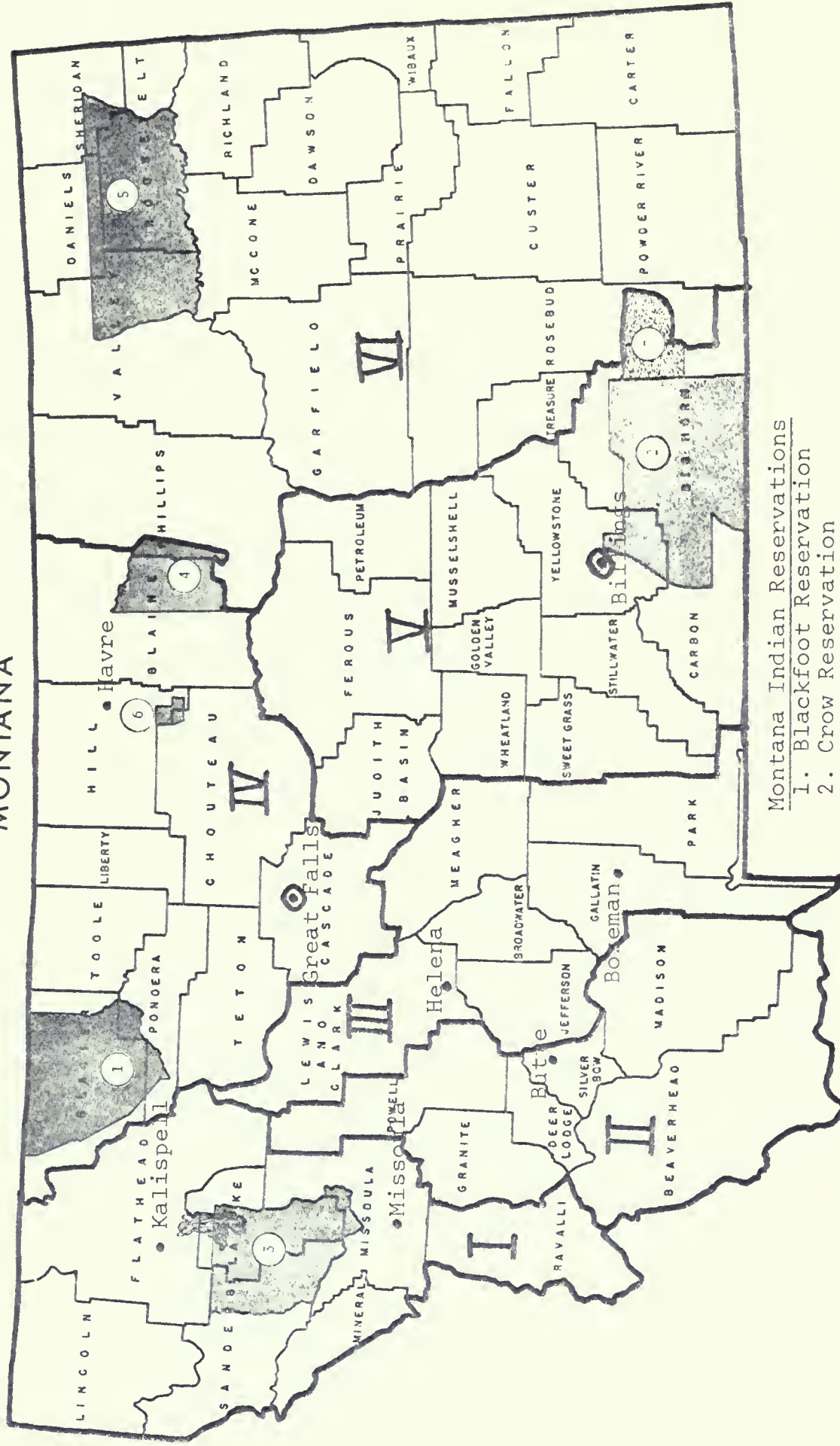
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APPENDIX III -

Description of Planning Area

The state of Montana lies in the northwestern United States encompassing an area in excess of 145,000 square miles (see attached map). The state is divided into fifty-six counties and also includes seven Indian reservations. For manpower planning purposes the state has been divided into six areas with an ancillary council in each area. The western portion of Montana, corresponding roughly to Areas I, II, and III, is mostly mountainous terrain, made up of fertile mountain valleys, large rivers, and dense forested areas. The eastern two-thirds of the state, Areas IV, V, and VI, constitutes the plains region, made up mostly rolling terrain, broken hills, and large areas of flat grasslands. Montana's large area and great differences in elevation contribute to a highly diverse climate. Both the climate and the terrain are of special significance as they have much to do with the economy of the state. The population of Montana is congregated in small urban areas, mostly in the western central part of the state. 53.4% of Montana's population resides in the urban areas according to the 1970 census. Places of more than 10,000 population are shown on the attached map.

MONTANA



Montana Indian Reservations

1. Blackfoot Reservation
2. Crow Reservation
3. Flathead Reservation
4. Ft. Belknap Reservation
5. Ft. Peck Reservation
6. Rocky Boy Reservation
7. Northern Cheyenne Reservation

Cities / of 10,000 + Population

Standard Metropolitan Statistical Areas (Includes Entire County)

Other Places of 10,000 + population

APPENDIX IV

Decision Making Process

$$\frac{1}{2} \frac{d^2}{dt^2} \left(\frac{1}{2} \frac{d^2}{dt^2} \right)$$

$$\frac{1}{2} \frac{d^2}{dt^2} \left(\frac{1}{2} \frac{d^2}{dt^2} \right)$$

APPENDIX 4

The Decision Making Process

Upon receipt, approximately February 24, 1972, of the Inter-agency Cooperative Issuance 73-1, dated February 14, 1972, preparatory letters were sent to the six Area Chairmen to make them aware of the need for starting the planning process in their areas. The Secretariat Staff and the Chairman of the State Council attended a meeting in Denver dealing with the ICI 73-1 at which time the planning process was explained in detail.

Upon returning from the Denver meeting, the members of the State Council and the Chairmen of the six Area Councils were concurrently notified of the deadlines and supplied with copies of ICI 73-1. The Area Chairmen and State Members were notified that members of the Secretariat Staff were available to assist them in compiling the plans. Statistical information was also supplied to the areas for inclusion in their plans. In several instances the Secretariat Staff visited the areas and personally assisted in the writing of the plan. The deadline for submission of the area plans was March 31, 1972. Letters were also written to all regional offices asking for the formats which should be followed in making recommendations. All agencies responded to the inquiry.

On April 3, 1972, the compiling of the six area plans began. The remaining sections of the plan were concurrently written. On April 12, 1972, a special meeting of the Montana Manpower Planning Advisory Council was held for the purpose of reviewing the Plan, making any changes, and reviewing the Area Councils' recommendations. The Plan was adopted at the April 12, 1972 meeting.

On April 13, 1972, changes which the State Council made were incorporated into the Plan and on April 14, 1972, the Plan was forwarded to Governor Forrest H. Anderson for approval.

A. Processes by which priorities and recommendations were made: The CAMPS Secretariat Staff, for the past year, has spent a considerable amount of time meeting and working with various agencies regarding the delivery of manpower programs and manpower services. The establishment of six Area Ancillary Councils and two sub-committees has provided the staff with a good knowledge of the state's manpower problems and provided them with the opportunity to discuss the situations that pertain directly to each area's jurisdiction.

The staff has conducted a survey for the Area III Ancillary Council regarding the needs of youth, ages 14-22; this survey eventually expanded to a statewide survey. The 14-22 age bracket was selected for the survey to complement a request made by the Department of Agriculture, Cooperative

Extension Program. They have expressed a need to serve youth 14-16, as a large majority of manpower programs deal only with the youth in the 16-22 age bracket. The staff is planning to expand into other areas such as the identification of needs in rural areas, programs for older workers, and needs of the minority groups, etc.

The Secretariat Staff has been working directly with the E. S. Research and Analysis section. With this coordination and cooperation, priorities as established in this document have been statistically substantiated.

The State Manpower Planning Advisory Council reviewed the list of priorities and recommendations in detail. Each section was adopted or rejected by a motion of the council. In several cases, some recommendations were completely altered before the council would make a final decision of acceptance.

B. Input from other manpower agencies and non-agencies: Input from a majority of the manpower agencies have improved, especially at the Regional and State levels. At the local level some problems still exist but with only a few area councils.

Non-agency participation has been good, but some problems do exist, especially for those who have to travel long distances to attend area meetings.

APPENDIX V

Youth Unemployment Survey

(Source - Prepared by State Secretariat Staff in cooperation with Employment Service Research and Analysis.)

APPENDIX V

14-22 Unemployment

Area I	14-22 Work Force	14-22 Employed	14-22 Unemployed	14-22 Unemp. Rate
Flathead	1,780	1,412	368	20.7%
Lake	600	435	165	27.5%
Lincoln	845	705	140	16.6%
Mineral	103	87	16	16.0%
Missoula	4,114	3,579	535	13.0%
Ravalli	789	649	140	17.7%
Sanders	280	235	45	16.2%
Total	8,511	7,102	1,409	16.6%
Area II				
Beaverhead	564	496	68	12.1%
Deer Lodge	988	841	147	14.9%
Granite	85	62	23	27.1%
Madison	231	196	35	15.1%
Powell	272	241	31	11.3%
Silver Bow	2,057	1,707	350	17.0%
Total	4,197	3,543	654	15.6%
Area III				
Broadwater	138	124	14	10.0%
Gallatin	2,738	2,418	320	11.7%
Jefferson	198	164	34	17.3%
Lewis & Clark	2,524	2,191	333	13.2%
Meagher	98	83	15	15.3%
Park	678	557	121	17.9%
Total	6,374	5,537	837	13.1%
Area IV				
Blaine	283	231	52	18.3%
Cascade	5,091	4,450	641	12.6%
Chouteau	255	219	36	14.3%
Glacier	398	299	99	24.9%
Hill	1,176	993	183	15.6%
Liberty	139	124	15	11.1%
Pondera	377	316	61	16.2%
Teton	261	219	42	16.0%
Toole	259	221	38	14.5%
Total	8,239	7,072	1,167	14.2%
Area V				
Big Horn	374	318	56	14.9%
Carbon	310	265	45	14.5%
Fergus	601	551	50	8.3%
Golden Valley	41	35	6	13.6%
Judith Basin	108	98	10	9.6%
Musselshell	149	127	22	14.7%
Petroleum	25	22	3	11.3%
Stillwater	126	110	16	12.6%
Sweet Grass	167	147	20	11.9%
Wheatland	148	130	18	12.3%
Yellowstone	5,568	4,894	674	12.1%
Total	7,617	6,697	920	12.1%

APPENDIX V

14-22 Unemployment

<u>Area VI</u>	14-22 Work Force	14-22 Employed	14-22 Unemployed	14-22 Unemp. Rate
Carter	94	84	10	10.7%
Custer	606	543	63	10.4%
Daniels	110	93	17	15.1%
Dawson	681	604	77	11.3%
Fallon	192	159	33	17.0%
Garfield	84	74	10	11.9%
McCone	141	121	20	14.3%
Phillips	300	264	36	11.9%
Powder River	165	141	24	14.5%
Prairie	105	87	18	17.0%
Richland	473	414	59	12.4%
Roosevelt	562	442	120	21.3%
Rosebud	297	238	59	20.0%
Sheridan	177	142	35	19.6%
Treasure	42	37	5	11.3%
Valley	656	562	94	14.3%
Wibaux	75	64	11	15.3%
Total	4,760	4,069	691	14.5%

Sources: (1) Census of Population, 1970, General Social and Economic Characteristics - Montana

(2) Handbook of Labor Statistics 1970

(3) the Statistical Abstract of the U.S. 1970

(4) the Monthly Labor Review, Jan. 1970

(5) Area Manpower Reviews, prepared by Employment Service, Research and Analysis.

Youth unemployment estimates were prepared by the State Secretariat Staff in cooperation with the Employment Service, Research and Analysis Section.

